Subject: Re: Today's Events at the Home Office
From: Jim Kennedy <jkennedy@exteraschools.org>
Date: 3/20/19, 7:47 PM
To: Monica Salas <msalas@exteraschools.org>
CC: Adrienne Bradshaw <abradshaw@exteraschools.org>, Corri Ravare <cravare@exteraschools.org>, Tom Strickler <tstrickler@exteraschools.org>, Curtis Rhodes <crhodes@exteraschools.org>, Christina Ung <cung@exteraschools.org>, Mary Najera <mnajera@exteraschools.org>, Elizabeth Palacios <epalacios@exteraschools.org>, Lucrecia Villamar <lvillamar@exteraschools.org>, Cristina Gorocica <cgorocica@exteraschools.org>

Monica,

You have absolutely nothing to apologize for. Nothing whatsoever.

You are amazing. Your work is flawless, and your dedication to our students and families is an inspiration to everyone around you. I have nothing but respect for you and your outstanding character. You are an Extera superstar.

I know what happened, and it was not at all the way it was portrayed. Rest assured that we all know what really happened.

I'm the one who is sorry that you had to endure such a difficult, insensitive, hostile experience. When I spoke earlier today with Tom about all of this, I could hardly get the words out about what happened to you. You are the last person who should be treated in such a way. I apologize to you for having to go through all of that. Please don't think for a moment that anyone at Extera believes the craziness that was portrayed in the video.

This pathetic, unprofessional disruption caused by UTLA could never tarnish your reputation. You are far, far above all of that.

Un abrazo,

Jim

Jim Kennedy, Ed.D.
Chief Executive Officer
Extera Public Schools
Mobile: (818) 506-5831
Office: (323) 261-0059

> On Mar 20, 2019, at 6:14 PM, Monica Salas <msalas@exteraschools.org>

wrote:

Thank you Jim for your email. I know that there is a video of me on their social media pages, along with commentary that I assaulted the main person behind the events. I know that it shows me reaching for the phone. I wanted to take the time to share what happened from my side. When I saw her walking after Ms. Gorocica, following her into Adrienne's office, I followed them both and went in the office to pull the blinds. I didn't want her to be able to access any information that might have been out on the desk. As I was leaving the office, I tripped on the bottom piece of the door frame. Because she was in such close proximity to me as I was leaving, my first instinct was to stick out my hand and find something to grab on to. As you may have heard, I'm still recovering from my second surgery, and I have been extra cautious about moving around. So, when I tripped, she was there and I grabbed to hold on. As you can imagine, I was trying to avoid reopening any of my recent 8 incisions that are still healing. I believe in the video you can hear me tell her that she saw me trip. Anyhow, as soon as I got back to my school site to catch my breath and emotions, I did reach out to Corri and let her know what had happened, knowing that it was going to be taken out of context. I did have a pain in my right side from when I tripped and iced it before I drove home.

I have worked with this organization for many years, and would never do something intentionally to jeopardize the organization. You know me and my character, and where my heart lies. I truly do apologize for putting myself in a position where something like this can be turned around. Today I was met by my staff and parents who questioned me about the incident and what happened, and I gave them my side of what happened, acknowledging the fact that the video does show me reaching out and grabbing the phone. I accept it for what it is, and really do hope that you can see my side of things. Again I apologize for any backlash the organization may face because of my tripping. Should anything else be needed on my part, please let me know.

Thank You,

Monica Salas
School Director
Extera Public School #2
1015 S. Lorena St., Los Angeles, CA. 90023
(ofc)323.263.3600 | (fax)323.263.3633

On Tue, Mar 19, 2019 at 5:26 PM Jim Kennedy <jkennedy@exteraschools.org> wrote:

> Dear Extera Teachers and Staff,

I'm writing to inform you of some disruptive activity that took place this afternoon outside the Extera Home Office and inside during our board meeting. Protestors, reportedly from Eastman Elementary, made their way to our offices to express their concerns about Extera's co-location at the Eastman campus. Apart from their dissatisfaction with the co-location, they articulated a large amount of misinformation. It was regrettable to see parents of the community we serve making so many statements that are simply not supported by the facts. Among other things, they said that our teachers are not credentialed, that we do not serve students with special needs, that we are private and not public schools, that we intend to take over Eastman, that we are run by billionaires, and so on. As all of you know, not one of those statements is true. It is extremely unfortunate to see such deliberate misinformation spread within communities where charter public school options provide high quality, public school choice where it is most needed.

Extera exists for the benefit of the students we serve and their families. We exist to provide high quality, public education options to families. Unfortunately, there are many opposing forces who see our work as a threat to their personal gain. Activities such as those we saw today are a demonstration of the deeply entrenched self-interests of adults and do not represent the best interests of children or their families.

Moving forward, it is especially important for all of us to maintain professionalism at all times and with all people. Despite the negative, aggressive, and misinformed actions of others — and the hostility they intend to provoke — we must remain above the fray. As Michelle Obama said, "When they go low, we go high." Now is the time for us to go high and stay there.

I know that each of you faces tremendous challenges every day, whatever your role at Extera. This is not easy work, and it's often not immediately rewarded or enjoyable. The reward and the enjoyment, however, are found in the confidence that each and every one of you has in the positive impact that you are having on our students. Your work has incredible, unforgettable, immeasurable impact. Whether or not anyone recognizes it, you are making a positive difference in young lives every single day that you come to work. Not many people can say that.

As we move through the challenges ahead, please find solace in the great work that you are doing. Working together, you have created opportunities for children where they didn't exist. Your dedication, sweat, tears, energy, and enthusiasm are deeply appreciated by those who matter most: our

students and their families.

You’re awesome, and the work you do has touched the lives of so many. Please continue doing what you’re doing, and let that be the focus of your attention.

With much appreciation,

Jim

Jim Kennedy, Ed.D.
Chief Executive Officer
Extera Public Schools
Mobile: (818) 506-5831
Office: (323) 261-0059